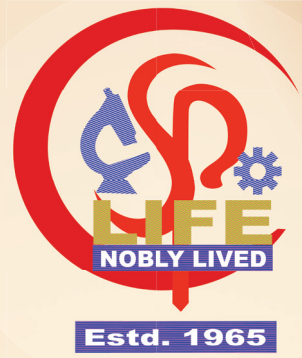# ST. PAUL'S COLLEGE, KALAMASSERY

Institutional Strategic Plan

2020-2035

St. Paul's College, Kalamassery

Internal Quality Assurance Cell

Institutional Strategic Plan

2020-2035

Preface

St. Paul's College, Kalamassery is an education institution setup with the primary objective of upliftment of the students from different marginalized communities. The college envisages for the overall development of learners through carefully planned and executed programmes and events. The existing strategic plan was revised to incorporate the changes in the New Educational Policy, and the revised plan document was drafted for the year 2020-2035.

Revised as on 22nd March 2020.

The strategic plan advisory committee members:

1. **Rev. Fr. Joseph Antony Palliparambil,**
Associate Manager & Vice Chairman

2. **Prof. Valentine D'Cruz,**
Principal in Charge

3. **Dr. Asha E. Thomas,**
IQAC Coordinator and Dean - Quality Assurance

4. **Mr. Binil Kumar M. R.,**
Associate Dean, Quality Assurance

5. **Dr. Priyesh K. V.,**
Dean-Academics

6. **Dr. Poornima N.,**
Dean-Research

7. **Dr. Sumitha Franklin,**
Dean-Training and Development

8. **Dr. Salia Rex,**
Dean- International Affairs

9. **Dr. Sunitha Tresa George,**
Dean- Resource Mobilisation

10. **Dr. Pramada Ramachandran**
Dean-Student Affairs

11. **Mr. Antony Diaclous M J,**
Jr. Superintendent

The plan was laid down focusing on the five main pillars for ensuring the achievement of institutional goals. They are:

1. **Student Intake:** It was decided to ensure transparent mechanism in the admission process through properly implementing e-governance mechanism. The institution will continue to admit most deserving students based on their merits.

2. **Teaching-learning process:** The academic system specifically focusing on the execution of teaching-learning process will be inclusive, conductive to learning, innovative with the use of various technologies and distinctive through the quality standards that can inspire the learners to achieve their life goals.

3. **Staff Excellence:** The institution will maintain and enhance efforts to select, nurture and retain diverse staff members who will be committed towards the achievement of institutional goals.

4. **Student Outcome:** The students of the institution will be offered with different opportunities to enhance their skills, talents and help them to achieve academic excellence. The institution will take special care to ensure the participation of student community in the achievement of national goals set by new educational policy.

5. **Infrastructure Development:** The infrastructural facilities available in the institution will be continuously improved to ensure a conductive educational environment for students and staff. Apart from management funding, other available funding sources will be effectively tapped for this purpose.

Principal in Charge   IQAC Coordinator

Institutional SWOC Analysis

Institutional Strength

- Esteemed track record with over 55 years in rendering quality educational services.

- Highly committed and proactive management.

- Sincere and supportive staff.

- High quality of education at affordable fees.

- High demand for programmes.

- Proximity of the institution to various locations of importance like start-up village and technology parks.

- Transparency in staff appointments.

- Merit based admissions to UG and PG programmes.

- ICT enabled teaching-learning system.

- Excellent and modern infrastructure facilities suitable to modern educational system.

- Differently abled friendly campus.

- Digital library with all modern amenities as per NEP guidelines.

- Established collaborations including international collaborations with foreign universities from USA, UK and Germany.

- High rate of scholarship coverage for students.

- High rate of progression and placement statistics.

- Presence of an education system focusing on ensuring value-based learning experience for the students.

- The availability of various curriculum enrichment programmes.

- Participation in various community linkage programmes through the adopted institutional best practices.

Institutional Weakness

- Being an affiliated institution, there is limited role in the design of curriculum and also in syllabus revision exercises.

- The loss of effective working days for reasons beyond the control of the institution which is often compensated by carrying out extra classes on holidays.

- Undue prolongation in the sanctioning of permanent staff positions.

- Difficulty in getting approval for starting of new innovative programmes which can offer more job opportunities to students.

- Frantic schedules often affect the student performance.

Institutional Opportunities

- Attainment of academic autonomy in the near future. The institution has already filed application for the same.

- The possibilities of expanding the use of institutional e-learning platform for designing and offering more programmes for external stakeholders.

- Presently most of our teachers are young having an average experience of 5.5 years and are pursuing Ph.D. So, in future on successful completion of research degree the research output of the institution can be augmented by converting all major departments into research centres. The teachers will be competent for tapping more resources for funding good research projects and the total publications in Scopus/CARE listed journal will also increase.

- Implementing international student and faculty exchange programmes by capitalizing on established collaborations.

- Fostering of the entrepreneurship opportunities through collaborating with different government ventures and also with suitable technical institutions.

- Being an institution located in the industrial belt of Kerala, there is rising opportunities for various kinds of industry linkages.

- The incubation centre of the institution will also be focusing on social entrepreneurship initiatives like developing various products with value from waste materials and making the same.

Institutional Challenges

- Fund mobilization for the developmental activities of the institution is often challenging.

- Less number of working days in every semester often limit the scope for engagement of students in various field-based activities and internships.

- Absence of flexibility in the programme conduct and its management sometimes negatively impact the student placements and progressions.

- The socio-economic backwardness of the students often affects their learning outcomes.

- Low visibility of the institution outside the state at times limits the opportunities for attracting students from outside Kerala.

- Tapping of funds for various major research projects with huge fund requirement is often very difficult.

Strategic Goal for 2035

1. To become an autonomous college by 2023, Degree-granting college by 2026 and University by 2035.

2. To be recognized as the best institution engaged in minority education in terms of variety of programmes, and also on the basis of academic performance by 2026.

3. To sustain and enhance excellent student support services to maximise the social impact.

4. To ensure the provision of sustainable and high-class infrastructure that can create effective learning environment.

5. To expand the student diversity in the campus by attracting students from other states as well as from international locations.

Tactical Plans to achieve the Strategic Goals:

Goal 1: To become an autonomous college by 2023, Degree-granting college by 2026 and University by 2035.

Autonomous College (2023)	Degree Granting College (2026)	University (2035)

- To constitute institutional structure suitable for the implementation of academic autonomy.

- To file the application for academic autonomy.

- To constitute Board of Studies giving representation to eminent academicians and industrial experts.

- To create scale in terms of programmes and curriculum enrichment programmes.

- To offer programmes that can bid flexibility to the learners.

Goal 2: To be recognized as the best institution engaged in minority education in terms of variety of programmes and based on academic performance by 2026.

- By ensuring equal opportunity to learners from different minority communities.

- Admissions will be based only on merits and as per the regulations issued by parent university as well as government bodies from time to time.

- The institution will ensure that maximum scholarship benefits are offered to students from different minority communities and also to other students based on their eligibility.

- Need based programmes/activities/trainings/ workshops will be organized and conducted ensuring the holistic development of the learners especially those from different minority communities.

- More skill-based programmes will be offered in order to enhance the placement opportunities to the students.

- The institution will establish and sustain industrial collaborations to offer internship/ placement opportunities to students.

- Promotion of entrepreneurial skills among the students through setup of incubation cell and by conducting various entrepreneurial initiatives.

Goal 3: To sustain and enhance excellent student support services to maximise the social impact.

- Student learning experience will be enriched through pedagogical innovation, student-centric pedagogy and enabling learning environment.

- Institution will recruit, retain, and develop quality staff (both teaching and non-teaching).

- Appropriate use of digital technology environment to advance knowledge sharing environment for promotion of research and innovation among faculty and students.

- Ensuring the attainment of programme outcomes through careful and continuous monitoring and evaluation.

- Develop centres of excellence and research centres in every major department.

- Tap adequate research funding by submission of competent proposals to various governmental and non-governmental agencies.

- Organise action-oriented outreach activities that can impact large spectrum of stakeholders.

Goal 4: To sustain and enhance excellent student support services to maximise the social impact.

- Create and maintain world-class infrastructure in classrooms, library, laboratories and in student support centers.

- Devise technology platforms that can be beneficial to all categories of students including differently abled learners.

- Technology platforms will be customised to suit the needs of local and outstation students.

- Design and develop online programmes beneficial to remote learners.

- Develop various online resources conductive to the learning of students from diverse categories.

Goal 5: To expand the student diversity in the campus by attracting students from other states as well as from international locations.

- Enhance the global reach through established collaborations with reputed national and international universities.

- Increase the institutional reach across the globe by designing and offering courses/programmes relevant in the national/international scenario.

- Participation in collaborative national and international research projects by faculty and students.

- Establishing collaborations with nationally and internationally reputed companies/organisations for student internships.

ST. PAUL'S COLLEGE, KALAMASSERY

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